Equipping nurses to improve care delivery
America’s more than three million nurses make up the largest segment of the country’s health care workforce, and nursing is currently one of the fastest growing occupations in the U.S. In an industry that is increasingly held accountable for improving quality outcomes and patient satisfaction while reducing costs, nurses are more important than ever.

Starting in 2008, the Institute of Medicine (IOM) partnered with the Robert J. Wood Foundation to establish an Initiative on the Future of Nursing, which aimed to enhance nursing’s contribution to the new health care environment. Their work culminated in the 2011 report, “The Future of Nursing: Leading Change, Advancing Health.” The report defined six pillars for improving nursing practice that remain core to hospitals’ efforts to drive nursing excellence:

- Advancing education transformation
- Leveraging nursing leadership
- Fostering interprofessional collaboration
- Removing barriers to practice and care
- Promoting diversity
- Bolstering workforce data

Vizient® provides programs to advance the experience, efficiency, quality and engagement of your nursing team and to educate and develop future nurse leaders by:

- Providing education on new and existing regulations and patient safety practices
- Supporting new nurse graduates as they adjust to their new role and grow their skills
- Guiding the implementation of evidence-based practices to improve care
- Offering nurses opportunities to share best practices with their peers
- Supporting advanced practitioners as their role in health care continues to expand
- Equipping nursing leaders with the data and resources they need to enact change
- Improving efficiencies and quality of care for health care organizations nationwide

“The Institute of Medicine] report is really about the future of health care in our country. It points out that nurses are going to have a critical role in that future, especially in producing safe, quality care and coverage for all patients in our health care system.”

Donna E. Shalala, PhD
Chair of the Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing at the Institute of Medicine

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Given the new models of health care delivery that focus more on outcomes, the IOM report recommends that organizations improve their information infrastructure to more accurately measure nurses’ performance. Health systems must be able to measure both performance and labor metrics to most effectively allocate time and money toward patient care.

Vizient clinical analytics

Vizient clinical analytics solutions offer comprehensive reporting tools for analyzing unit-, hospital- and system-level nurse-sensitive metrics. Real-time access to customized dashboards and interactive reporting enables you to continuously identify and monitor performance improvement activities. Vizient analytics solutions relevant to improving care delivery and nursing quality include:

- The Clinical Data Base (CDB) is a definitive analytic platform for performance improvement, trusted by 97 percent of academic medical centers and more than 50 health systems and 160 community hospitals nationwide. For more than 30 years, the CDB has served as the foundation for hospitals’ performance improvement efforts.

- The Vizient Nursing Quality Data Base™ focuses on nursing-specific metrics and is recognized by the American Nurses Credentialing Center as a source for national benchmarks for Magnet consideration.

Vizient Patient Safety Organization

In addition to the clinical analytics solutions, Vizient provides a data-driven solution specific to patient safety. The Vizient Patient Safety Organization, one of the first patient safety organizations listed by the Agency for Healthcare Research and Quality, works to help members improve patient safety through collaboration, sharing safety opportunities, effectively implementing leading practices, and measuring performance.

Participants gain federal privilege and confidentiality protection for voluntary patient safety activities. This protection is intended to encourage clinicians and organizations to share patient safety information without the fear of disclosure.

Another significant benefit of the Vizient Patient Safety Organization is that data from member organizations is aggregated, allowing detection of patterns and trends that are not visible in smaller data sets and earlier identification of serious and rare events.

“Vizient clinical analytics solutions are what we consider our true north for our inpatient acute-care hospitals and the standard of care.”

Cathy Jacobson, CEO
Froedtert Health
Embed a culture of lifelong learning

Four of the eight recommendations from the Future of Nursing report relate to the importance of continuing education for nurses. According to the report, transformation of the health care system and practice environment requires a corresponding transformation of nursing education. If nurses are to be prepared to meet increasingly complex demands, they must continue learning.

Continuing education credits

While specific requirements vary per state, many nurses and advanced practitioners are required to obtain a specified number of continuing education credits within a certain time period to keep their licenses. In 2017, Vizient granted more than 23,000 continuing education credits to our members through venues such as our webcast series for nursing leaders and advanced practitioners, rapid-fire sessions presented at our national summits, and various webcasts and webinars throughout the year dealing with topics ranging from accreditation and patient safety to opioid management and end-of-life care.

More than 15,000 members participated in Vizient educational offerings in 2017, earning more than 23,000 continuing education credits.

Vizient/AACN Nurse Residency Program

One key focus area of the Future of Nursing report recommendations for education is the implementation of nurse residency programs. Studies show that more than one in 10 (13 percent) newly licensed registered nurses change principal jobs after one year and another 37 percent are ready to change jobs by that time.* In the face of these daunting statistics, residency programs supporting nurse retention are vital. Such programs are designed to support new graduate nurses as they transition to professional practice and provide the education and experience first-year nurses need to feel well-prepared and supported by their organizations.

The Vizient/AACN Nurse Residency Program™, developed jointly by Vizient and the American Association of Colleges of Nursing, is a data-driven solution that supports professional development in the first year of practice and allows organizations to benchmark against, and network with, their peers.

The program uses an evidence-based curriculum to help new nurses develop critical thinking skills and professional nurse competencies. Graduates of the program report increased confidence, more effective decision-making skills and improved ability to incorporate research-based evidence into practice.

The program is proven to increase nurse retention, thereby reducing turnover costs. Compared with the national average for first-year nurse retention of 82.5 percent,† organizations that implemented the Vizient/AACN Nurse Residency Program averaged 94.8 percent retention over the last seven years.** Given that replacing one nurse can cost up to $58,400 and that the annual cost of turnover for an average hospital is $5 million to $8 million,‡ the nominal cost of an effective residency program means that it offers a huge return on investment.

Most importantly, the Vizient/AACN Nurse Residency Program contributes to improved patient care and safety, by fostering better trained, more effective nurses dedicated to their profession and the health of their patients.

The first-year nurse retention rate for Vizient/AACN Nurse Residency Program participants has averaged 94.8 percent over the past seven years,** compared with the national average of 82.5 percent.†

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**2010-2016 Vizient/AACN Nurse Residency Program Annual Outcomes Report, BSN new graduates only.
The Vizient/AACN Nurse Residency Program has participants in 42 states, including three that use the program as their state model for nurse residency programs.

Unleash the talent of your advanced practitioners

Given the increasing demand for advanced practice providers and the physician shortage, the Future of Nursing report’s recommendation to remove scope-of-practice barriers is essential to ensuring that the care team can deliver the highest quality care to their patients. Removing these barriers allows clinicians to practice to the full extent of their education and training, allowing for better patient care.

Center for Advancing Provider Practices

To support top-of-license care delivery for advanced practice registered nurses (APRNs) and physician assistants (PAs), we offer the Center for Advancing Provider Practices (CAP2®). This interactive, web-based solution provides tools and resources that help you optimize your use of advanced practice providers to improve clinical outcomes, reduce variation in practice and decrease the cost of care. CAP2 currently equips more than 150 organizations with the resources needed to improve their use of advanced practitioners and support high-performing provider teams. CAP2 represents more than 30,000 APRNs and PAs in 50 clinical specialties. The solution:

- Provides real-time access to organizational assessments and benchmarking reports for acute and ambulatory care settings
- Includes data from more than 400 hospitals and health systems and 900 ambulatory care sites across 37 states
- Offers support for issues with governance, credentialing and privileging, human resources, billing and reimbursement, and leadership structure
- Hosts an annual national summit and member-only educational opportunities

CAP2 represents more than 30,000 APRNs and PAs in 50 clinical specialties.

Optimize your nursing staff to meet your organization’s needs

Managing the ever-changing health care ecosystem means that traditional staffing models must evolve to reconcile labor costs with changing reimbursements and new payment models. Labor makes up about 50 percent of a health system’s operating expenses. Systems must be able to effectively connect people and processes to deliver better outcomes at lower cost.

Vizient workforce optimization

Vizient workforce optimization helps health care providers maximize the efficiency and effectiveness of their staff—reducing labor spend by as much as 7 percent. These advisory solutions include Contract Labor Management, which ensures all supplemental labor contracts are effectively leveraged, and Labor Cost Consulting that uses data analysis to align staff and workload.
Equipping nurses to improve care delivery

Two pillars of the Future of Nursing report focus on leveraging nursing leadership to redesign health care in collaboration with physicians and other health care professionals. Nurses are a crucial part of the health care delivery team, and it is imperative for organizations to expand opportunities for nurses to lead collaborative improvement efforts and disseminate their results. A 2011 survey of 1,000 hospitals found that nurses accounted for only 6 percent of board membership, compared with 20 percent for physicians. A follow-up survey in 2014 notes that nurse board members decreased to five percent while the physician membership remained the same.* Embedding nursing leaders, who are critical to all aspects of patient care, in transformational work will only strengthen the ideas and insights that come from such efforts.

Vizient networks

Nurses at all levels gain valuable benefits from Vizient member networks. Our peer networks meet regularly—including at national summits—to connect with and learn from each other, improve through collaboration, and discuss solutions to health care’s most pressing problems. Leadership education series complement the network agendas and provide professional development opportunities for leaders.

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Vizient Advisory Solutions

Patient outcomes are at the center of the value equation for hospitals and health systems because outcomes play a major role in determining reimbursement. To deliver exceptional health care as efficiently as possible, you must provide the right clinical care at the right time with the right team.

With the industry’s shift to value-based care, many organizations need assistance redesigning care and process. Vizient clinical performance and quality improvement solutions can help you boost your clinical, financial, quality and operational performance. Our Advisory Solutions link analytics, process, patient care, quality and payment to help you achieve sustainable improvement. The combination of our market-leading data and analytics and our extensive industry expertise provides you with valuable insights that drive better decision-making—and better results.

Clinical performance and quality consulting categories

- Total cost-per-case optimization
- Clinically driven utilization
- Care coordination and models
- Service line optimization
- Pharmacy utilization and effectiveness
- Clinical operations
- Clinical documentation improvement
- Quality, safety and reliability
- Patient throughout and improved satisfaction

For more information on the resources Vizient offers to help you achieve excellence within your nursing team, contact caredelivery@vizientinc.com.
As the nation’s largest member-driven health care performance improvement company, Vizient provides network-powered insights in the critical areas of clinical, operational, and supply chain performance and empowers members to deliver exceptional, cost-effective care.